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DIARY NOTES

DD/S

23 August 1965

1. At the Executive Committee Meeting:

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a. The Director asked that maps of Southeast Asia be hung on the conference room walls for ready reading. This was arranged with the Logistics Services Division and was accomplished during the day.

b. Ray Cline mentioned the NPIC recruitment problems and the Director mentioned the possible use of World War II PI's for recruitment purposes. He alluded to the panels existing in the DDI and DDS&T for both hard and soft scientific fields. Following the meeting I met with Colonel White and Ray Cline to discuss the matter further. I mentioned the possibility of setting up an industrial associates panel for assistance in NPIC recruitment. (This matter has been taken up with the Office of Personnel.)

2. I met with [REDACTED] concerning the NPIC recruit-

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ment problem. Ray Cline had mentioned at the morning meeting that in the next two years NPIC hopes to add [REDACTED] people which will utilize fully all the space [REDACTED]. A key factor in this move is that NPIC has more requirements for photographic interpretation than they can provide, and there is insufficient screening of requirements, particularly by the military. Ray proposes to have the COMOR Committee enlarge its charter and review its requirements, throwing back to the military those requirements which are purely military in nature and which can be processed by the military's in-house facilities. In the same vein, the Director mentioned the possibility of establishing field portable photographic interpretation to be utilized for immediate reproduction for tactical intelligence. Colonel White and I agreed with Ray that we would not strive to recruit teams, but would consider that teams can be constituted with all the NPIC staff if a portable field unit was to be agreed upon and established. In the meeting with [REDACTED] I found that the immediate requirements for PI specialists can be met by present recruitment; however, increased requirements in the near future cannot be satisfied from the public market. Statistically, 61 over-all NPIC vacancies plus an increase of slots, together with a 50-man attrition per year raises the recruitment goal for Fiscal Year 1966. Add to this the requirement [REDACTED] for the next two years, and there will be a sizeable

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recruitment program in specialized fields. The following actions are to be taken:

- a. I will get together with Paul Borel, [REDACTED] and representatives of the Office of Personnel to tie down specific recruitment goals for Fiscal Year 1966. Since there are so many intangibles, I feel we must establish a definite figure goal and work against this regardless of authorizations implied or effected.
- b. We should work out a program whereby NPIC would give an approval within five days on whether or not a candidate for employment has the desirable qualifications. NPIC at the moment is extremely slow in deciding to hire an employee and this has caused a serious loss of available candidates.
- c. Check with the Office of Logistics as to plans contemplated or in being for moving the Coast Geodetic Survey Unit from the top floor [REDACTED]
- d. Have the Office of Personnel consider the establishment of an industrial associates panel.
- e. Check with the Office of Training as to any plans they have developed for the in-house training of PI specialists. (Since NPIC has advanced in the field of photographic interpretation and we have been unable to find technical competence in the public market, we could meet our technical requirements by the in-house training of our own personnel.)

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